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Serial Nos. 1

Previous References
Geology 69-18 (1-12, 14)
S+A 255-34 (1)
CB 157-3 (1-2)
CB 112-36 (1-3)
CB 105-25 (8-10)
CB 105-25 (11-12)
Letter References.
CB 112-36-4
CB 18-38-14
CB 101-39-1

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GENERAL AND REVENUE SECRETARIAT.

Serial Nos.

Part B for July 37

SUBJECT.

Revision of Scales of pay in the Department of Mines and Geology

WD 0418—GPB—22,500—29-8-36

Subject:- Leave to Mr. C.E.Suryanarayana Rao, Chief Inspector of Mines and consequential arrangements.

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Extracts from the above file:-

* * * * *

Para 23. Arrangements have to be made consequent on the leave and ~~retiring~~ retirement of Mr.C.E. Suryanarayana Rao.

X X X

1) 25. In regard to the filling of the place of the Chief Inspector of Mines, there is a complication and that is the salaries of the two seniormost officers of the Geological Deptt. have been fixed lower than those in the Mining Deptt. but the two officers in the Geological Deptt. have put in longer service. It is a point for consideration whether the salaries of the two departments may not be revised so as to remove possible anamolies.

X X X

2) 27. I agree. May be submitted to the Dewan through the Chief Secretary.

(Intd.) N.M.
3.2.37.

X X X

3) 31. The points now for orders seem to be :-

(1) . . .

(2) Reorganization of the scales in the Geological and Mining Deptts.

Question (2)

Re.Re-organization of scales of the two Departments, is perhaps to be worked up and pursued separately.

4) the existing scale of pay of the

NOTE—Contn. Sheet.

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Officers of the Dept of Mines & Exploration & Geology are as follows:-

5) Dept of Mines & Explosives -

Chief Inspector	800-50-1000
Inspector	~~450~~-50-600
Asst Inspector	200-40/2-400
Junior Inspector	125-10-175

Geological Dept -

Director	800
Asst Geologist	200-40/2-400
Sub Asst Geologist	125-10-175
etc	etc

6) Prior to October 1934 the scale was as follows:-

Chief Inspector	800-50-1000	Mines Dept G T
Inspector	500-40-700	
Asst Inspector	200-25-450	
Junior Inspector	125-25/2-250	

Geological Dept -

Director	800
Asst Geologist	300-25-450
Sub Asst Geologist	125-25/2-250
etc	etc

~~Subject for which this reference~~

7) It is further submitted that

Draw 25/xx

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Flag W

the present form, as the separate Depts (1) Geological & (2) Dept of Mines and Explosives came into force in 1919 (G.O. No 7041-2100 Genl 69-18-11 of 18.9.19) and prior to it the Dept was known as the Dept of Mines & Geology (No 8645-93 Gen 292-16-1 of 9 2.25)

Flag X

Under the Scheme as approved in 1919, the scale of appointments was as follows:-

Geological Dept

Director	1000	50	1200
Dy Director	650	40	850
Senior Geologist	500	25	600
Asst "	300	25	450
Sub Asst "	125	25/2	250

Mines & Explosives

Chief Inspector	600	50	1200 + 200
Inspector	600	60	800 + 600
Asst "	300	25	450 + 75
Juniors "	125	25/2	250 + 50

8) The scale of pay prior to 1919 when the Depts were under a single head is at Flag X

9) Subject for orders with reference

Sd

3/8

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10) The idea perhaps is that the Scales of the technical officers in the two Dept. of Geology and Mines may be suitably revised, so as to remove, as far as possible, the anamoly of officers with very long service in one Department getting considerably lower emoluments than their juniors in Service in the other Dept. To facilitate a comparison, the existing scales of pay of the posts in the two Departments and their present incumbents are noted below :—

I Department of Mines & Explosives

Post	Existing Scale (M.E.)	Present incumbent
1) Chief Inspector:	Rs 800-50-1000	[Would become Vacant from 26-3-37].
2) Inspector :	Rs 450-$\frac{50}{2}$-600.	Mr. K. Doraiswami Iyer, B.A [was acting from 17-2-30 and was drawing Rs 450 + A.A. 120 from 1-7-35. Was confirmed recently from 4-2-37 and gets Rs 600 now] H.A
3) Asst. Inspector:	Rs 200-$\frac{40}{2}$-400.	Mr. V. Narayana Rao, B.A [was acting from 17-2-30 and drawing Rs 250 + 80 from 1-7-35. Recently confirmed and now draws Rs. 360].
4) Junior Inspr:	Rs 125-10-175	Mr. J. P. David, B.Sc (Rs 250 personal) His position & tenure seems to have undergone several vicissitudes & he has been recently given a permanent place in the Mines Dept.

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II. Department of Geology

Post	Existing Scale (M.E)	Present incumbent
1) Director	Rs 800 :	Mr. B. Rama Rao, M.A, D.I.C (London) 11.8.1935.
2) Assistant Geologists	200-40-400 : 10 2	(1) Mr. V.T. Venugopal Rs Rs 400 from 28.5.35
[He seems to have been drawing a pay of Rs 450 in Iron wors from 1928]		(2) Mr. S. Lakshmana Rao B.Sc Rs 240 from 11.8.35
3) Sub Asst. Geologists:	125-10-175	(1) Mr T. P. Krishnamachar B.Sc. Rs 175 from 24.10.34
		(2) Mr. M.B. Ramachandra Rao Rs 165 from 17.11.36.
4) Chemists:	75-5-150-250	(1) Mr. M.R. Anantanarayana M 250 from 2.10.35
		(2) Mr E.R. Tirumalachar 250 from 2.10.35

11) As regards the relative standing of the officers in the two Depts, it is submitted that ~~the two~~ they were combined one Dept prior to 1919 + and were made into separate Depts in G.O. No G 7041-7100 d. 18.9.1919. Messrs B. Rama Rao & V.T. Venugopal appeared to have entered service in F.Y.S. before the bifurcation of the Dept.

NOTE—Contn. Sheet.

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Messrs. K. Doraswami & V. Narayana Rao were both entertained as Probationers in the Mines Dept in September ~~1920~~ 1920 and about the same time Mr David was entertained as a Probationer in the ~~Geo~~ Geological Dept. (By this time Messrs. B Rama Rao & Venugopal were permanent Sub Asst Geologists, & the former was also S.P.T Asst. Geologist].

12) The subsequent trend of events in the two Depts. seem to have resulted in Mr. David's ~~seem to~~ losing his place ~~from~~ in the Geological Dept & his being taken over to the Mines Dept. later on in which Dept. he has been permanently absorbed recently. The present position as between these is analysed below:

Name	Date of entry into Service	Present post	pay
1) Mr B Rama Rao	1915	Director of Gol.	Rs800 (11.8.35)
2) " V.T. Venugopal	1915	Asst Geologist (200-400)	Rs400 (23.5.35)
3) " K. Doraswami	1920	Insptr of Mines (400-600)	Rs600 (7.6.37)
4) " V. Narayana Rao	1920	Asst Insptr (200-400) of Mines	Rs360 (7.6.37)
5) " David	1920	Junior Insptr (125-175)	Rs250 (Personal)

CB1640

Revision of the Scales of pay in the Depts of Mines & Geology

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13) At present the pay of the post of Director of Geology has been fixed at Rs 800/- (Fixed), that of Chief Inspector of Mines has been fixed at 800-50-1000 The latter post becomes permanently vacant from x 26.3.1937. ~~He~~

A reference has been received from the Director of Geology urging the revision of the scale of pay of the Head of the Geological Dept. and recommending the case of Mr Venugopal

[It is stated that Mr Venugopal has been drawing Rs 400 for 12 years past including the period he served on the Iron Work]

(x Mr K. Doraiswami has been merely asked to relieve Mr C.E. Surguaya Rao & be in charge]
HB

14) ~~He is to~~ If the general lines of the proposed revision are indicated further details may be worked out. ~~If is full no~~ If fuller details are required regarding the history of the cases particular officers ~~and their salaries from their~~ ~~salaries~~ that will also be collected and put up

Submitted
CBL
19/3/37
Dev Secy

15) The work of the geological department is becoming heavy and more difficult with the new industrial activities. The Mining dept which for special reasons has been allowed a higher

NOTE—Contn. Sheet.

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19/3/37

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Scale of salaries is being worked by comparatively junior officers and it is necessary that the boy and pupil of the ~~[illegible]~~ geological dept should work at least on the same footing as that of the [illegible].

(16) The way would be to form them into one cadre and allow the senior boys the higher salaries but there is very little in common in the work and it seems unnecessary to concentrate the work in one head dept. This would no doubt cause additional cost but it would disturb the existing arrangement which is working satisfactorily.

(17) The best arrangement would be to revise the salaries of the office in the geological dept. The Dist salaries may be revised to 800 - 50 - 1000 and that of the Senior asst geologist to 450 - 25/2 - 600. The senior chemist may be put in the grade of 200 - 40/2 - 400 the junior 75 - 5 - 150. As a temporary measure both the present chemist may be promoted to higher grade the office in the lower grade being kept vacant. The immediate additional cost would be about 200 Rs a month but this seems worthwhile.

Secretary
[illegible]

30.3.37.

[illegible] SECRETARIAT

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(18) A proposition statement is not put up. The present scale of pay is in accordance with the revision sanctioned in the year 1934, and the grounds on which it is now proposed to improve the same are purel personal and based on a comparison with the scales of pay in the Mining Department and the length of service put in by the officers there. This kind of comparison cannot be made the ground for increasing the scales of pay.

(19) As regards revising the Director's salary, reference is invited to the Dewan's minute dated 10-6-1932 and the First Member's minute* dated 13-6-19 in C.B. collection 157-31-1 & 2. The salary of Rs.80 for the post was considered adequate and sufficient. I do not think there is any justification now for raising the salary of the post on the analogy of pay of the other heads of departments.

* U

(20) The creation of a new post of Senior Assistant Geologist on Rs.450-50/2-600 on personal grounds against an existing post of Rs.200-400 resulting in an extra cost of Rs.2,720/- per annum is not also financially acceptable.

(21) Coming to the Chemists, the proposal is to create two new posts - one on Rs.200-40/2-400 and one on Rs.75-5-150 as against two existing posts on

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revising the scales of pay of the Geological Deptt. and the Deptt of Mines CB. 1640

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Rs.75 to 250/- and to give the higher grade of 200-40/2-400 to both the present incumbents who are now getting Rs.250/- as a temporary measure. This means that the lower grade post on Rs.75 to 150 is only nominally proposed to show reduced extra cost and that the actual position would be that both the Chemists would go up to Rs.400 as against Rs.250/- they are now getting and the extra cost in course of time would be Rs.3,600/- per annum. This proposal is also financially unacceptable.

22) Whether it is possible to interchange the scales of pay between the Assistant Geologists (Rs.200-400) and Chemists (Rs.75-250) giving ~~the~~ promotion to the higher grade to the senior officer, taking both classes of officers together, is for consideration. This would avoid extra cost. It is not correct to revise the scales of pay on personal grounds. If it is considered absolutely necessary to meet individual grievances, a small increase equal to one increment may be given to persons who have stagnated long on the same pay and have no chances of promotion. There is still need to avoid unnecessary extra expenditure to Government.

OFFICE OF THE SECOND MEMBER OF COUNCIL
20 JULY 1937
NO 4844

19/7

23) May lie over for the present

21/7/37.

Confidential

B.Rama Rao, Esq., M.A., D.I.C., F.G.S.,
Director of Geology.

Mysore Geological Department.

Bangalore, 9th March 1937.

No. G. 1537.

D 1640

RS 209-36-1

Dear Sir,

I have the honour to state that in view of the fact that the sphere of activities of this Department is gradually widening, it will be necessary to absorb into regular permanent posts the temporary Field Assistants who are undergoing training in the technical work of the Department. Before this could be done, a thorough re-organisation of the cadre of the executive staff of the Department will be necessary and I contemplate submitting detailed proposals in due course for the needed reorganisation.

In the meanwhile, I beg to submit the following few points relating to the pay and prospects of some of the officers of this Department, which stand in need of revision, for the sympathetic and favourable consideration of Government.

1. Pay of Mr. V.T.Venugopal:- Mr. Venugopal, Assistant Geologist and Superintendent, Government Chrome Mines, has been drawing the salary of Rs.400/- per mensem during the last twelve years including the period of his service under the Mysore Iron Works. According to the existing cadre of appointments in this Department, there being no post intermediate in status between the Director and the Assistant Geologist and Mr. Venugopal's pay being the maximum in the grade of an Assistant Geologist, in the usual course, he has no chance at all of getting any further promotion. His is really a hard case, in view of the fact that, while he has to stagnate for an indefinite period on his present pay, some of the officers of the Department of Mines & Explosives who are juniors to him in service by more than five years are likely to get, in the immediate future, their promotions to higher and better grades.

2. Pay of the Chemists:- Both the Chemists of this Department reached the maximum pay of their grade a few years ago

and as there are no higher appointments in this Department to which they can expect to get promoted, they have to stay on their present salary of R.250/- till their retirement unless their grade is improved. Realising this, Mr. Sen just before he retired, had sent up a proposal to Government recommending to the Chemists a graded pay similar to that of the Assistant Geologists, viz., R.200-40/2-400. Though this proposal was not sanctioned at that time, it has now become necessary to press their case again for favourable consideration.

3. Pay of the Director: As the question of the pay of the Director savours of personal matter, with the greatest reluctance, I beg to point out that, among the Heads of Departments, it is only the Director of Geology who gets a fixed salary of R.800/- Even the Chief Inspector of Mines, the head of the Mining Department which for a long time functioned as an adjunct to this Department gets a graded salary of R.800-50/1-1000. Hoping that it is not the intention of the Government to treat the Director of Geology as of an inferior status to the heads of other similar departments, I venture to suggest that the present pay of the Director of Geology needs suitable revision.

Yours sincerely,

BRamaRao

M.Venkatanaranappa, Esq., B.A.
Secretary to the Government of
His Highness the Maharaja of Mysore,
Development Department, Bangalore.